

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**Internal Complaint Activity**  
**Veterans Benefits Administration**

29 CFR §1614.704(a) - (c)		29 CFR §1614.705 Comparative Data				
Complaint Activity	3rd Quarter FY 2006					
		2005	2004	2003	2002	2001
Number of Complaints Filed in FY 1614.704(a)	81	140	119	2232	2258	2147
Number of Complainants 1614.704(b)	76	126	112	2003	2042	1718
Repeat Filers 1614.704(c)	5	14	7	229	216	229

29 CFR §1614.704(d)		29 CFR §1614.705 Comparative Data				
Complaints by Basis	3rd Quarter FY 2006	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Race	52	58	45	1013	806	1196
Color	1	2	2	47	70	-
Religion	0	2	1	31	36	88
National Origin	11	4	7	177	80	98
Sex (including complaints filed under Equal Pay Act)	46	48	30	748	635	1121
Disability	27	33	21	514	618	643
Age	35	44	30	340	280	240
Reprisal	40	36	55	711	740	1028
Other	3	2	0	0	0	0

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29 CFR §1614.704(e)		29 CFR §1614.705 Comparative Data					
Complaints by Issue	3rd Quarter FY 2006	Previous Fiscal Year Data					
		2005	2004	2003	2002	2001	
Appointment/Hire	10	2	1	56	77	166	
Assignment of Duties	11	8	15	190	188	348	
Awards	2	4	4	46	40	39	
Conversion to Full-time	0	0	0	4	4	7	
<b>Disciplinary Action</b>	<b>33</b>	<b>29</b>	<b>32</b>	<b>602</b>	<b>485</b>	<b>319</b>	
Demotion	0	2	4	18	18	43	
Reprimand	3	3	0	46	36	128	
Suspension	0	10	6	103	87	116	
Removal	0	2	14	325	301	32	
Other	30	12	8	110	43	0	
Duty Hours	0	0	2	72	63	100	
Evaluation Appraisal	8	2	10	67	55	100	
Examination/Test	0	0	3	12	11	23	
<b>Harassment</b>	<b>61</b>	<b>34</b>	<b>65</b>	<b>1462</b>	<b>1296</b>	<b>1403</b>	
Non-Sexual	56	33	60	1375	1208	1298	
Sexual	5	1	5	87	88	105	
Medical Examination	0	0	0	5	5	19	
Pay (Including Overtime)	2	1	3	57	73	27	
Promotion/Non-Selection	42	55	50	742	692	925	
<b>Reassignment</b>	<b>3</b>	<b>4</b>	<b>11</b>	<b>131</b>	<b>117</b>	<b>116</b>	
Denied		0	4	21	19	22	
Directed		4	7	110	98	94	
Reasonable Accommodation	8	11	8	132	145	90	
Reinstatement	0	1	0	11	4	9	
Retirement	4	3	0	22	24	18	
Termination	10	7	0	0	47	227	
Terms/Conditions of Employment	1	3	6	200	187	353	
Time and Attendance	3	12	4	176	163	211	
Training	0	5	0	62	51	156	
Other	17	26	0	12	0	0	

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29 CFR §1614.704(f)													
Processing Time "...post the average length of time it takes to complete each step of the process for every complaint that is pending during any time of the then fiscal year..."		3rd Quarter FY 2006		Previous Fiscal Year Data									
		Number	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days	Num.	Ave. Days
				2005		2004		2003		2002		2001	
All complaints pending in Investigative Stage	1614.704	57	155.4	69	114	39	66	1049	130	1741	125	1095	152.6
All complaints pending in Final Agency Action Stage	(f) (1)	14	393.4	16	70	42	369	236	418	253	348.7	369	288.6
All complaints pending in which Hearing was not requested	1614.704	14	263.4	42	144	25	298	NA	NA	NA	NA	NA	NA
Time in Investigation Stage	(f) (2)	14	200.4	42	72.2	25	222	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		24	63*	42	70	25	76*	NA	NA	NA	NA	NA	NA
All complaints pending in which a Hearing was requested	1614.704	19	199.3	27	693	22	244	NA	NA	NA	NA	NA	NA
Time in Investigation Stage	(f) (3)	19	187.3	27	75.7	22	225	NA	NA	NA	NA	NA	NA
Time to issue Final Agency Action		19	12	27	10	22	19	485	19	448	20	419	19

\* This figure includes the average delay getting the file to Department's adjudication office (OEDCA) in VA's Central Office of **13** days; said delay computed from start of Final Action Stage [see Sec. 1614.702(g)] to receipt of investigative file in OEDCA. Actual processing time in OEDCA was **44** days.

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29 CFR §1614.704(g)		29 CFR §1614.705 Comparative Data					
Complaints Dismissed by Agency Pursuant to 1614.107(a)	3rd Quarter FY 2006	Previous Fiscal Year Data					
		2005	2004	2003	2002	2001	
Total Complaints Dismissed by Agency	8	27	27	402	487	437	
Average days pending prior to dismissal	46.6	69.7	599	82.99	88.3	90.79	

29 CFR §1614.704(h)			29 CFR §1614.705 Comparative Data									
<i>Total Final Agency Actions Finding Discrimination</i>	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings 704(h)(1)	1		3		1		1		2		0	
Without Hearing 704(h)(2)	1	100%	1	33%	0	0%	0	0%	0	0%	0	0%
With Hearing 704(h)(3)	0	0%	2	67%	1	100%	1	100%	2	100%	0	0%

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29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(i)(1)</b>	1		4		2		1		5		0	
<b>Number Findings Rendered Without Hearing 704(i)(2)</b>	1		1		0		0		0		0	
Race	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex (include Equal Pay Act)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disability	1	100%	1	25%	0	0%	0	0%	0	0%	0	0%
Age	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

29 CFR §1614.704(i)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Basis	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(i)(1)</b>	1		4		2		0		5		0	
<b>Number Findings Rendered After Hearing 704(i)(3)</b>	0		3		2		1		5		0	
Race	0	0%	0	0%	1	50%	1	50%	1	20%	0	0%
Color	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
National Origin	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Sex (include Equal Pay Act)	0	0%	1	25%	0	0%	0	0%	1	20%	0	0%
Disability	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Age	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%
Reprisal	0	0%	1	25%	1	50%	0	0%	1	20%	0	0%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	<b>1</b>		<b>3</b>		<b>2</b>		<b>1</b>		<b>5</b>		<b>0</b>	
<b>Findings Without Hearing 704(j)(2)</b>	<b>1</b>		<b>1</b>		<b>0</b>		<b>0</b>		<b>0</b>		<b>0</b>	
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	1	100%	1	33%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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29 CFR §1614.704(j)			29 CFR §1614.705 Comparative Data									
Findings of Discrimination Rendered by Issue	3rd Quarter FY 2006		Previous Fiscal Year Data									
			2005		2004		2003		2002		2001	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings 704(j)(1)</b>	<b>1</b>		<b>3</b>		<b>2</b>		<b>1</b>		<b>5</b>		<b>0</b>	
<b>Findings After Hearing 704(j)(3)</b>	<b>0</b>		<b>2</b>		<b>2</b>		<b>1</b>		<b>5</b>		<b>0</b>	
Appointment/Hire	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
Assignment of Duties	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Removal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Duty Hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment	0	0%	0	0%	0	0%	0	0%	2	40%	0	0%
Non-Sexual	0	0%	0	0%	0	0%	0	0%	2	40%	0	0%
Sexual	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Promotion/Non-Selection	0	0%	2	67%	1	50%	0	0%	0	0%	0	0%
Reassignment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reasonable Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	0	0%	0	0%	0	0%	1	100%	2	40%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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	0					
29 CFR §1614.704(k)		29 CFR §1614.705 Comparative Data				
Complaints Pending From Previous Fiscal Years by Status	3rd Quarter FY 2006	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Total complaints from previous Fiscal Years 704(k)(1)	62	52	79	3122	3995	4045
Total Complainants 704(k)(2)	54	47	67	NA*	NA*	NA*
<b>Number complaints pending [as of 3/31]: 704(k)(3)</b>						
Investigation	0	0	0	1049	1741	1095
ROI issued, pending Complainant's action	2	2	5	NA*	NA*	NA*
Hearing	43	43	65	1572	1619	1811
Final Agency Action	10	7	9	236	253	369
Appeal with EEOC Office of Federal Operations	NA*	NA*	NA*	NA*	NA*	NA*
*Do not track						

29 CFR §1614.704(l)		29 CFR §1614.705 Comparative Data				
Complaint Investigations	3rd Quarter FY 2006	Previous Fiscal Year Data				
		2005	2004	2003	2002	2001
Number Pending Completion of Investigation	28	36	39	1049	1741	1095
Pending Investigations Over Required Time Frames	15	1	4	NA*	NA*	NA*